

EDITED KSA LISTING

CLASS: Senior Instructional Designer (Technology), Commission on Peace Officer Standards and Training

NOTE: Each position within this classification may be required to possess all or some of these knowledge, skills or abilities.

	Knowledge of:
K1	Comprehensive knowledge of adult learning principles in order to select appropriate instructional strategies, sequence learning activities and select presentation media.
K2	Comprehensive knowledge of instructional systems design model in order to create effective training.
K3	Comprehensive knowledge of evaluation techniques and strategies for the four levels of program assessment to determine the effectiveness of the instruction.
K4	Comprehensive knowledge of training needs assessment methodologies to correct performance deficiencies identified by problem analysis.
K5	General knowledge of the design of advanced technology applications in training, including interactive multimedia, distance learning, and instructional television in order to select the most cost effective training delivery.
K8	Comprehensive knowledge of the principles of literature search to maintain currency in the Instructional Design field and access existing training materials.
K9	Basic knowledge of cost benefit analysis to provide cost projections and conduct return on investment analysis.

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	Skill to:
S1	Evaluate instructional objectives and course content and match with instructional strategies and learning activities (telecourse/teleconferencing, interactive multimedia, simulation, role playing, lecture, etc.) to optimize mastery of subject matter needs.
S2	Design, implement, and manage effective instruction, including course content, incorporating adult learning principles, measurement techniques (testing), advanced technology and multimedia systems to solve a performance deficiency.
S3	Design, develop and organize curricula for distance learning delivery to use teleconferencing, web based, satellite or other communication technology for training.
S4	Use computer applications to develop courseware for a variety of technical subjects.
S5	Communicate both orally and in writing to provide clear and concise information to both technical and non-technical audiences.
S6	Establish and maintain cooperative working relations with subject matter experts and others to ensure the accuracy and efficacy of the instructional design.
S7	Serve as leadperson over various instructional projects to create a cooperative and productive team environment.
S8	Conduct cost-benefit and return on investment analyses for estimating project costs and assessing program effectiveness.